



**The**  
**Clark County Health District**  
**(Las Vegas, Nevada)**  
**Is Seeking An Outstanding**  
**Public Health Leader**  
**To Serve As Director Of**  
**Community Health Services**

## UNIQUE OPPORTUNITY

This is an opportunity for a talented public health physician manager to take a key leadership position with one of the nation's largest local health districts; and live in a dynamic, family-oriented community where housing options are plentiful, and residents pay no state income tax.

## THE COMMUNITY

Meaning "the meadows", Las Vegas is surrounded by mountains and desert, providing spectacular scenery and a warm climate. Ranked by *Forbes* magazine as the third "Best Place For Business and Careers," Clark County and the cities within the county - Las Vegas, Henderson, North Las Vegas, Boulder City, Mesquite - constitute a progressive community with a strong financial base and one of the lowest cost-of-living and tax environments in the United States. Within the past few years, Las Vegas was dubbed "Most Livable Big City in America" by the *Federal Reserve Bank of St. Louis*, and the "Best Economic Growth Climate" by *Inc.* magazine. Tree-lined streets, creative parks and abundant pedestrian/bicycle trails make residential living in the area comfortable and pleasant in a variety of neighborhoods that are affordably priced.

With a population of 1.6 million, Clark County is one of the fastest growing counties in the United States. The county embraces this growth responsibly and strives to provide open, accessible government and high quality services to its residents. As a result of expansion, Clark County has become a diverse community, both culturally and ethnically. Congregations of 63 faiths and over 500 places of worship are found in the City. The Clark County School District has an enrollment of over 268,000 students, many participating in year-round scholastic schedules. Optimal teacher-to-pupil ratios exist in many of the district's schools, while high scholastic achievement is very common at numerous school locations. Institutions of higher learning include the University of Nevada-Las Vegas, the University of Nevada Medical School, the Community College of Southern Nevada and Nevada State College.



## DISTRICT'S MISSION

*To protect and promote the health, environment and well-being of Clark County residents and visitors.*

Clark County residents have ready access to a variety of nearby recreational offerings, from water sports at Hoover Dam/Lake Mead and the Colorado River, to skiing, hiking and camping in the Red Rock Canyon, Valley of Fire, and at Mt. Charleston. California beaches and coastal communities are a four to five hour drive from Las Vegas, as is the Grand Canyon. Locals enjoy excellent golfing facilities and competitive sports. For those preferring the arts and cultural activities, county residents enjoy concerts, theatre and related events sponsored by the University of Nevada-Las Vegas Performing Arts Center, the Nevada Symphony and other entities.

Entertainment and gaming are a large part of the history and economy of Clark County. Over 36 million tourists visit the metropolitan community annually, bringing in more than \$30 billion in revenues to the state. Although still preeminent, the entertainment and gaming industries and destination resorts share the stage with cultural, social, educational, and community amenities of this very unique, modern American county. The metro area has much to offer, and the emphasis on quality of life, citizen services, and well-managed growth all point to very attractive living and working environments.

## THE HEALTH DISTRICT

Created in 1962 as a health district under the laws of the State of Nevada and Clark County Ordinances, the Clark County Health District today operates with unique authority to maintain and protect the health of its citizens through the planning, organization and coordination of public and private sector efforts to provide a safe and healthful environment and prevent the occurrence and spread of disease. The District is governed by a 13 member Board of Health composed of two representatives from the County Board of Commissioners and each of the five incorporated cities within the County, plus a community physician elected by the other Board members. The Board appoints a Chief Health Officer to oversee District services that are carried out by a talented staff of more than 500 employees, and supported by a \$55 million FY03-04 budget. Individuals with college degrees fill approximately 80% of District positions.

The District is organized into four service divisions, each led by a Director. These include Nursing and Clinics, Environmental Health, and Administration, in addition to Community Health Services. Nursing and Clinics operate various stationary and satellite clinical programs providing family planning, immunization, children's health, Women, Infants and Children (WIC), Maternal Child Health, STD, HIV/AIDS, transitional care, TB Treatment & Control, workplace vaccinations and related

services for seniors, adults and children. Environmental Health provides extensive inspection programs for food and beverage establishments, childcare and nursing facilities, schools, hotels/motels, mobile homes and RV parks, swimming pools and spas, summer camps and children's homes, local correctional facilities, and solid waste facilities. The Administrative Division provides services for financial management, health/vital records, human resources, information systems, and facility maintenance.

District headquarters are located in Las Vegas at the Ravenholt Public Health Complex. The District also operates six other health and community outreach centers throughout the County, as well as several satellite clinics that provide immunizations and child health examinations.

Through a grant from the Centers for Disease Control and Prevention (CDC), a state of the art, multi-million dollar, Level B public health laboratory has just opened adjacent to the District's headquarters and is currently securing Federal certifications. The lab, which is operated by the University of Nevada Medical School, will facilitate greatly improved health surveillance.

## DIRECTOR OF COMMUNITY HEALTH SERVICES

Appointed by, and reporting to the Chief Health Officer, the Director of Community Health Services is responsible for the planning, coordination and operation of this newest District division. Community Health Services provides epidemiology, including surveillance activities and disease control & prevention programs focused on communicable and chronic diseases; the bioterrorism unit; health education programs; and emergency medical services coordination.

Related to this responsibility, other key duties for the Director include:

- Working collaboratively with other District divisions on mutually responsible issues and services
- Representing the Division with outside agencies and officials in coordinating programs, and negotiating solutions to sensitive and controversial issues
- Budget and grant development, support, and administration
- Providing staff assistance, reports and advice to the Chief Health Officer and the Board of Health; attending Board meetings regularly
- Serving as an effective spokesperson for the Division and the District with the media as necessary
- Responding to and resolving difficult/sensitive citizen inquiries and complaints
- Selecting, training, motivating and evaluating Division personnel



The Chief Health Officer, Director of Community Health Services and the other division directors form the District's executive team, which oversees strategic direction for the delivery of District services under the policy umbrella set by the Board of Health.

## CURRENT ISSUES AND PRIORITIES

Key issues and priorities facing the District and Community Health Services today include:

**Chronic Disease Control** – A primary reason for the creation of Community Health Services Division is to engage in the development and implementation of a comprehensive chronic disease control and prevention program. The Director will lead this important effort.

**Bioterrorism Response** – In response to federal mandates, the District is engaged in the design, development, and implementation of terrorism and other disaster preparedness and response plans.

**Population Growth** – By 2012, Clark County is expected to be a community of two million people. Providing adequate staffing and facilities to support District services will be a major challenge for all District divisions.

## THE IDEAL CANDIDATE

The ideal candidate will be an experienced public health physician manager with extensive knowledge of, and experience with programs for communicable disease, health education and chronic disease control and prevention. The successful candidate will have demonstrated leadership and management skills, including excellent communication and team building skills, and the ability to work collaboratively with a multidisciplinary staff, community partners, and interact effectively with media representatives.

**Education and Experience:** At least five (5) years of experience with progressive management responsibilities in communicable disease, chronic disease, or related public health programs and



a medical degree from an accredited school of medicine or osteopathy is required. Also required is Nevada licensure as a physician, or ability to obtain licensure within six months, with a certificate by an American Specialty Board with preference for a preventive medicine specialty. A Master's degree of Public Health is desirable and can be substituted for one year of experience.

#### **Leadership Skills and Management Style:**

The successful candidate will:

- Be of the highest integrity
- Be an energetic self-starter
- Be collaborative and effective in working as a part of a team
- Demonstrate strategic and mission-driven planning
- Demonstrate data-driven decision making
- Be collaborative, inside and outside the District
- Have a participative management style
- Demonstrate a commitment to developing and empowering staff
- Have a commitment to quality, efficiency, and performance accountability
- Be able to stay current on a full range of health issues
- Be influential in representing the District in legislative matters

For additional information, see the Clark County Health District website at [www.cchd.org](http://www.cchd.org).

## **COMPENSATION AND BENEFITS**

The salary for the Director of Community Health Services is open and negotiable depending on the qualifications of the successful candidate. The District also offers an attractive benefit program, which includes:

### **RETIREMENT**

- Enrollment in State of Nevada Public Employees Retirement System. The District pays all retirement contributions, excluding Medicare.
- Employees are vested in the System after five years.
- The District does not participate in Social Security.

### **HEALTH, DENTAL, LONG TERM DISABILITY AND LIFE INSURANCE**

- Choice of plans available through Public Employees Benefits Program.
- District pays 100% of employee's premium and over 40% of dependent care premium.

### **VEHICLE ALLOWANCE**

- Directors receive \$400 monthly allowance.

### **PAID LEAVE**

- Twelve holidays per year, plus generous vacation and sick leave benefits.

### **ADDITIONAL BENEFITS**

- Life insurance
- Deferred Compensation Plan available

## **APPLICATION AND SELECTION PROCEDURE**

**The final filing date for this recruitment is Friday, May 14, 2004.** To be considered for this excellent career opportunity, please submit your resume, three work-related references, and current salary to Kris Kristensen at:



241 Lathrop Way • Sacramento, California 95815

Tel. 916-263-1401 • Fax: 916-561-7205

E-mail: [resumes@cps.ca.gov](mailto:resumes@cps.ca.gov)

Website: [www.cps.ca.gov/search](http://www.cps.ca.gov/search)

Following the final filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications for the position will be invited to participate in a screening interview with the consultants in late May. The results of the recruitment and screening process will be reported to District officials, who will determine which candidates will be invited to participate in the final selection process scheduled in June. An offer of appointment is anticipated by the end of June 2004, following reference and background checks, physical exam, and final interview.